

**Subject:** Bd Meeting

**From:** Patricia Geadelmann <patricia.geadelmann@uni.edu>

**Date:** 2/24/2012 3:13 PM

**To:** Ben Allen <ben.allen@uni.edu>

**CC:** jennifer.yarrow@uni.edu

Ben,

I visited with Sheila and learned the following:

- You can be on campus for the meeting.
- It is scheduled for 30 minutes and you can speak as long as you want. The majority of the meeting will be your presentation.
- They will prepare for protesters and are contacting ISU security
- They have not received a request from anyone to speak. They consider this a meeting, not a hearing. The public hearings were on campus. They have received emails and know the sentiments.

On another front, they are seriously considering removing the second part of the request related to legislative action from the docket and only vote to close the school. This is coming from Bob and Keith. Tom is also involved. They are calling Tim. Next fall they would request that the matter be addressed in Code clean-up. This gives Gronstal an "out." We just would not hire teachers or enroll students. We could face an injunction or lawsuit. They also question whether we need R&D in the Code. ...we can do R&D without it. I said that we wanted the official designation as the state r&d entity, not have someone else claim it, as well as to secure the partnership with the DE. They say the Board could also designate the center.

Pat

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## Issues/Items

Meeting on February 13, 2012

R&D School/Price Lab School

Glass, Mulholland, Allen, Gibson, Geadelmann, Watson, Buzynski

### I. Purpose/Expected Outcomes

Conversation – Where should PLS be situated with/under at UNI?

Union configuration –

UF (at UNI) – represents the PLS faculty

UF – has a master contract with the Board of Regents with policy contract language re: reduction of workforce; we would need to adhere to this master contract.

- Per UF contract – a reduction in workforce is tied to a definition of what is a program
- UNI Admin. – definition of a program is tied to a group of courses that lead to a major
- UF – definition of a program is tied to departments, tied to liberal arts core, tied to education, is more liberal – more encompassing – the definition impedes our progress to move forward with layoffs

Under UF definition of a program, no tenured faculty should be dismissed.

Master Agreement – leaves interpretation to our Board to determine definition of program. We don't have to agree on a definition of a program, but not agreeing to a definition could lead to legal issues later.

We are reducing UNI GF support by \$2M – (PLS is going from \$3.2M in GF to \$1.2 M)

Q. Need to know WHY we are reducing the GF support?

A. We are going back to the budget as it was in FY09

AA has to cut academic programs – and therefore cannot hold PLS harmless from a budget cut.

### II. Issues to Discuss

1. Rumors/Faculty Union/Courier
2. Needed Budget adjustments

- Cost per student now
- Returning to FY09 level
- 3. Changing Legislation
- 4. Reasons for Proposing Changes to Price Lab School (see vision issue)
- 5. Developing a Vision for R&D without Price Lab
  - Other parts—Jacobson Literacy Center
- 6. Steps in Changing Price Lab School
- 7. Concern: Losing Per Pupil Funds in FY13

**JG recommends:**

1. Confront community with GF reduction now – inform of the budget change
2. Building issues are a concern
3. Start discussions with the community now
4. Start spring 2012 or fall 2012 – working with LSA to change CODE – question is timing
  - Governance and Authority Issue –
    - Legislative action is required to change CODE and we (pres./de) don't have authority to close the school
  - Senator Gronstal – indicated he may not be able to change legislative code this session – rather, we should begin work on this in Oct. 2012 to change the code in Spring 2013.
  - How do we go about changing the legislation?
    - Both Senate Majority leader (Gronstal) and House Majority leader (Paulsen) need to bring forth the legislation
  - Need to define and share the vision for the future of conducting R&D
  - Need legislation to disentangle R&D from PLS
    - Need the conversation with leaders to co-sponsor legislation – Legislative leaders would have to co-sponsor the bill to disentangle R&D from PLS

**Question is:** Will legislators view this request negatively - as being sprung on them as opposed to having discussions with the school community, etc.?

**Potential Announcements:**

1. Cutting the budget by \$2M and will recommend to the Board (in Sept.) that it is highly likely we will close the school – June 30, 2013

### III. DRAFT announcement – talking points:

#### CHANGING ENVIRONMENT:

As you know the landscape in education is changing. New technology, distance delivery systems, new learners, and teaching standards/requirements – always evolving and changing. The environment is dynamic and we need to be flexible, innovative, and adaptable to change.

#### NEW MODEL needed:

1. Need Innovative Model to broaden our outreach – to conduct research throughout Iowa.

We need a model for conducting research – that allows us to change. As education reform is continuously evolving - our research cannot be bound to one place. – We need the autonomy to conduct research – where it is best suited to be completed. We need to - and want to broaden our outreach by conducting research throughout Iowa.

2. Need to Strengthen and Focus our research to address state needs.

We will strengthen our research focus – and continue to be a resource for pre-service through career educators. We will coordinate and complete evidence-based research – that meets the changing needs of diverse learners. To do this, we will conduct research – where it is best suited to be completed – and this cannot be restricted by place.

3. Plan to Implement an Innovation Center for Education to focus on PK-12 education research. Pending Board approval, the Center will be within the College of Education and connected with pre-service education and in-service professionals.

(Does the Board need to approve a Center – before announcing?)

As part of education reform, we will strengthen and broaden our outreach throughout Iowa. We will increase our research capacity and bolster our efforts to meet the education research needs of our state. We will work closely with the Iowa's Department of Education.

#### Innovation Center for Education at UNI

##### 2 Key Components:

- Partnerships with K-12's throughout the state
- Virtual partnerships/relationships (via research, dissemination, etc...)

At UNI - we have the responsibility to get the best "thinkers" – we need to leverage obtaining the best thinkers – develop research questions – have a Center of INNOVATION and connect to other Centers at UNI and throughout Iowa (disability, IMSEP, etc.)

**\*\*\* Think Tank to also recommend policy changes – have a policy advocacy group to improve learning throughout the state – DE would look to this THINK TANK as a resource to help drive state policy and have an impact on the STATE and NATION \*\*\***

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The Center will consist of professors with PK-12 experiences who will work collaboratively with Iowa school districts.

We will focus on addressing state needs. For example, the center will focus on generating, piloting, and researching the effectiveness of project-based education in a contemporary-based reaching and learning environment

Center would:

- Act as a clearinghouse for innovative pedagogical techniques and curriculum design and development
- Create a repository of innovative research and practices that all PK-12 teachers can access
- Support and provide professional development for teachers
- Provide best practices

#### HOW WILL we do this:

To strengthen and expand our research capacity - we will reallocate resources. We will invest in conducting a distributed model of research. We will hire a Research Director – with extensive education research experience – who can provide leadership to collaborating with other prominent and evidence-based researchers throughout the world – and lead the university in completing research needed by Iowa, the Midwest, and throughout the US.

We will continue to be the leaders in preK-12 education. We are investing further in our commitment to conduct research. Research is continuous and evolving – and we will work closely with the Department of Education to identify and investigate research – that is needed in Iowa.

#### NEXT STEPS needed:

We will hire a Research Director.

We will reallocate resources to invest in building our educational research capacity.

February 10, 2012 – 3:30 pm

Questions:

1. We need to have Code changed – to allow us to close the school.
2. When do we have Code change? (2012 or 2013)
3. We need Board approval – to seek changing the Code – timing on this – March, 2012 or Sept. 2012?

Do we announce in February?

We will reduce the amount of GF support for MPLS – by \$2M for FY13. The Dean is working on operating the school with less GF support.

The vision for conducting R&D – cannot be place bound – we need to conduct R&D throughout Iowa – and therefore – we will be seeking Board approval to change Code – to allow us more flexibility. We need to build upon our partnerships with K-12 schools – and conduct research throughout Iowa.

We will continue to work closely with Iowa's Department of Education to conduct research.

We will continue to assess the viability of operating a PK-12 school facility – and we will make a recommendation to the Board in September, 2012 – about the vision for conducting R&D work by the University.

**2012**

February – announce changes – reduction in GF support to MPLS

- Announce – will be seeking change – to separate completing R&D from the site
- We will continue to assess the viability of operating a PK-12 building – and will recommend to the Board in September – our vision ...
- Announce we will be seeking Board approval to change CODE – to separate completing R&D work from the site (MPLS)

March- May – continue to refine our vision for conducting R&D work

\*August 3 (UNI) OR September 12 (ISU)– seek **Board** approval – of having CODE changed and introduce – seek approval of closing school June 30, 2013 pending approval of CODE change

October – work with Gronstal and others – to introduce legislative language to Change CODE  
(**Board** meeting is Oct. 24-25 at UofI (No Board meeting in Nov. / Dec. Bd. mtg is telephonic)

**2013**

January/February – 2013 – CODE is changed/ approved – by legislature

February/March – 2013 – Board approves closing the school OR have Board approval in Aug/Sept 2012\*

March – 2013 – transition team is in-place to close school – (personnel, facilities, students etc.)

June 30, 2013 – school officially closed

We will reduce GF support to Price Lab School.

We will seek Board approval in March, 2012 to change state code.

We will work with our legislators to change state CODE – as needed.

#### WHY Change the R&D Model:

There are a number of reasons – but a partial list includes:

- 1) We have too many limitations with the current model and structure of MPLS.
- 2) The focus of our model need to be on Research and Development
- 3) Boundaries are in-place – and we have annual restrictions on growing the school with more students.
- 4) Declining enrollment. School has experienced declining enrollment over that past few years.

(Projected – best case scenario – not until 2025 – would we have 425 students.)

- 5) We need more flexibility with hiring practices (master agreement precludes us) – and the current model and structure does not allow for this. We need new and innovative approaches -

(We can ask for waivers for the state – but we need to be creative in our hiring practices and have flexibility.)

- 6) Structure – we don't have the facility needed to conduct new and innovative research and outreach. A new building is needed and given the size of the school, it is cost prohibitive to build a new school for the enrollment we have.

(Biggest problem – is the windows are not cost efficient.)

- 7) Resources – state appropriations have declined – and we need to reallocate our resources – so we can invest in state-of-the-art research – that will result in new and innovative approaches, and help our state's education reform efforts.

(What amount of resources – are we reallocating? \$1.5 M will be reallocated –and we will hire a Dir. of Researcher)

- 8) Our Professional Development School (model) – has proven, that conducting our pre-service teacher clinical experiences in area schools – works exceptionally well. This model is an innovative partnership with the Cedar Falls and Waterloo community schools that creates a hybrid learning community - to bring about exemplary teaching and learning environments, and it focuses on the improvement of PreK-12 student achievement.

## GENERAL FUND SUPPORT AND State per pupil FUNDING LEVELS

### General Fund \$

FY09 = **\$4,049,000\***

FY10 = \$3,098,000 (I believe they received add'tl support from Contin. Ed., Col. of Ed. etc.)

FY11 = \$3,523,000 AND (316,000 in STATE per pupil funding) = **\$3,839,000**

FY12 = \$3,281,000 AND (\$2,328,130 STATE per pupil funding) = **\$5,609,130**

\*FY13 – projected - reduce GF \$3.2 – 1.5 = **\$1.7 M** in GF support + approx. \$2.1 M = **\$3.8M\***

\*IN FY13 – budget of \$3.8M – reverts the budget back to the FY09 budget level.

## IV. Questions:

### 1. How much will we save – if we close the school?

Operational cost – building – \$596,686 savings

Personnel costs – varies – depends –

**FY12 - Total Support**

**General Fund = 3.28 M**

**Per pupil (state) = \$2.3 M**

**Total = \$5.6 M**

### 1. What support is provided to PLS?

Currently: GF = \$3,281,001

(State) Per Pupil Fund= \$2,328,130

Total = \$5,609,131

### 2. What is the cost to operate MPLS?

Personnel= \$ 4,456,877

Supplies & Services= \$1,031,560

Transfers Out= \$120,694

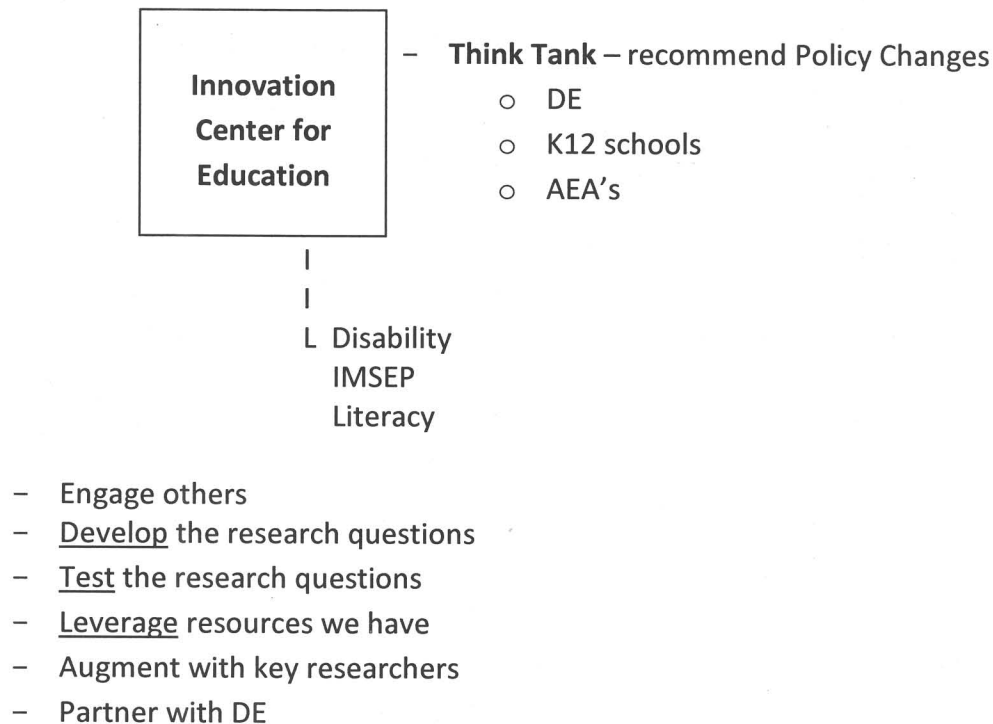
Total= \$5,609,131



**2 Key Components:**

- Partnerships with K-12's throughout the state
- Virtual partnerships/relationships (via research, dissemination, etc...)

At UNI - we have the responsibility to get the best “thinkers” – we need to leverage obtaining the best thinkers – develop research questions – have a Center of INNOVATION and connect to other Centers at UNI and throughout Iowa (disability, IMSEP, etc.)



\*\*\* Advisory Board needs to be engaged early; they help with asking the right research questions.

\*\*\* Think Tank to also recommend policy changes – have a policy advocacy group to improve learning throughout the state – DE would look to this THINK TANK as a resource to help drive state policy and have an impact on the STATE and NATION \*\*\*

**\*\* UNI would build research capacity and:**

- Maintain a cadre of faculty and staff
- Carryout the research in a given district in Iowa
- Using satellite classrooms as an arena of practice

– **This is new and innovative for Iowa! Is a distributed model using satellite sites!**

- Partner via Memos of Understanding with satellite schools
- Cultivate a base of satellite schools
- UNI has suburban, urban, rural education opportunities within 40 mile radius – we would conduct research, test the research and then replicate the new teaching practices as appropriate

**Q&A:**

Q. Would taking an external person into another school district – would that school district be accepting of a new person?

A. Yes, provided have criteria for schools to participate in the research. For a school to “get to be an innovative site” and conduct innovative research, the school applies to participate.

Example: Alternative School at Linn Mar is working on problem based learning – innovation could be conducted at this school –

Q. Briefly, how does this model differ from the previous model?

A. This model has research conducted at sites throughout Iowa. Research is conducted at PLS.

JG schools could research competency-based approach / instructional approaches, etc. But this is NOT prof. development AND it is NOT supplemental services

- We would build in collaboration with AEA’s, but it depends on the research questions – if related to AEA and can address the AEA’s needs – then use – work with AEA’s
- We would have value-added measures on a statewide bases

**Research questions may have:**

Dep. Variable is student achievement – we would test a teaching methodology and ask – how does it impact student achievement?

Or could operationalize another DV such as parent involvement and ask the question, does parent involvement impact student achievement?

**Subject:** r&d -

**From:** Brenda Buzynski <brenda.buzynski@uni.edu>

**Date:** 2/15/2012 4:22 PM

**To:** "Dr. Dwight C. Watson" <dwright.watson@uni.edu>, "Gloria.gibson@uni.edu" <Gloria.gibson@uni.edu>, PATRICIA L GEADELMANN <Patricia.Geadelmann@uni.edu>, "jennifer.Yarrow@uni.edu" <jennifer.Yarrow@uni.edu>, "Dr. Dwight C. Watson" <dwright.watson@uni.edu>

Attached is a 2 page - vision document on r&d and a summary of the Feb. 13 - pm meeting.

Brenda

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Brenda Buzynski Ph.D.  
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The University of Northern Iowa provides transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society.

— Attachments: —

Visioning RD in future.docx	22.3 KB
Summary.Glass meeting.2-13-12.docx	46.8 KB

## **II. TIMING:**

**Feb. 3 – need support of our local legislators**

**Feb. 6 week – need support of our Board**

Jason Glass and dept. of education

Dick J.

Mike P.

Other donors/friends – before announcing

All messages, talking points – to be determined.

**Feb. 13 – Meeting with Jason Glass and Katie M. to confirm timing and decisions**  
– firm up all talking points – individuals/groups to notify etc.

**Feb. 16 – Ben meet with 2 editorial boards.**

**Feb. 17 - 18**

**Feb. 17 – (Thurs.) preview message to campus and stakeholders**

**Feb. 18 – (Fri.)**

***Feb. 20 – week - Draft – schedule***

***Feb. 20 – hold meetings – 3 – 30 minute meetings with groups of faculty ...***

**Feb. 20 – R&D Advisory Council – inform of change -**

**Feb. 20 – 3:15 pm – meet with PLS faculty/staff – notify of GF budget reduction**

**Feb. 20 – 4pm- announce changes to CAMPUS – Great Reading Room**

2. Vision for conducting R&D has changed, the model is broader and encompasses all of Iowa and we don't want to be place bound in our R&D work, the facility is inadequate, expensive to maintain, we cannot sustain operating a pk-12 school. We will recommend to the board in March – that pending legislative CODE change and their approval, we will close the school June 30, 2012.
3. Announce cutting the budget for FY13 and will assess viability of the school, and make recommendation to the Board – in the fall for the future of the school.

\*\* What will come out of this? Regents will expect innovation to come out of this change.

March 21, 2012 – Board of Regents meeting - Board will approve our proposals.

Q. Any restrictions on when we can layoff employees?

(Must adhere to UF contract, P&S employee rules, and Merit/AFSCME contract.)

A. We need to proceed to notify term employees –

- 1) Renewable term – can notify by March 1 we will not renew their contract
- 2) Some on a renewable term can be notified if “just cause”

- Have 15 term @ PLS
- 4 renewable term – (these 4 can be let go)
- # probationary staff – tenure track are probationary employees

**To Do/Need to:**

\*\*\* By March 1, notify all of contracts not being renewed. \*\*\*

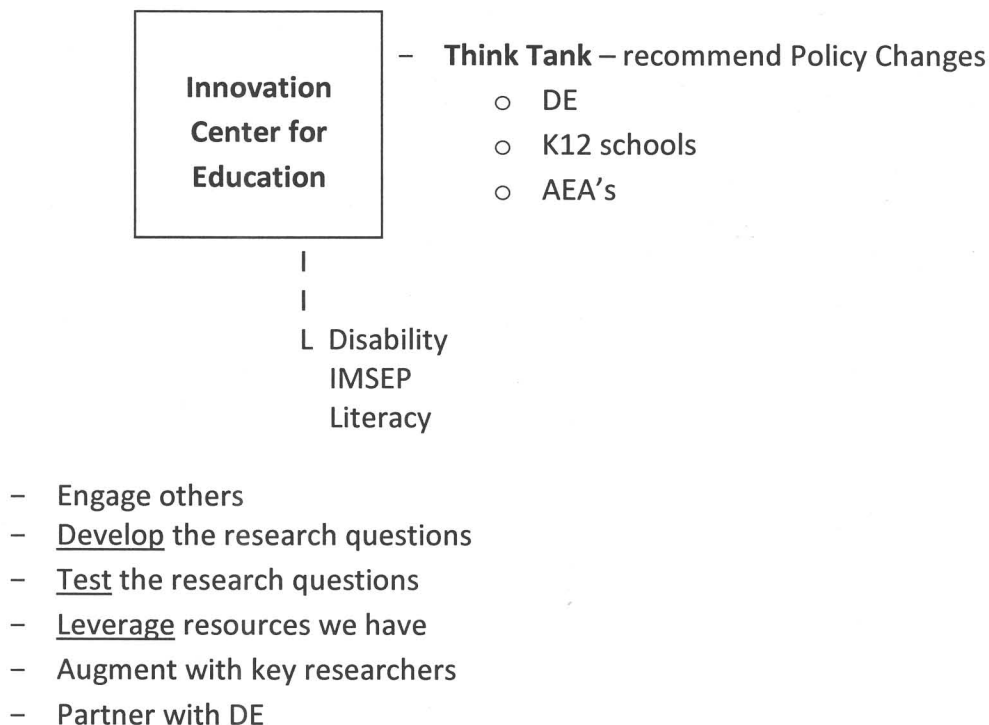
- Depending on what Katie M. finds out on Tue., decide on if pursuing closing June 30, 2012 or June 30, 2013
- \*Need Gov. approval of Merit layoffs
- Per JG, it is our responsibility to notify staff of changes looming, etc.

## Visioning R&D for the future – Innovation Center for Education at UNI

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### COE Needs to Address:

1. Losing clinical experience for 800 students in Level 2 experience (25 hours in a class)
2. Need a new plan for pre-service students in Level 2, need a new vision for Level 2, need to adapt the clinical experience for the pre-service students, need authentic, rich, clinical experiences

(Waterloo/Cedar Falls schools indicate they want to assist)

Level 2 is Completing a preliminary Teacher Work Sample – teachers at PLS know how to help the pre-service students with completing the Teacher Work Sample, which is critical to our teacher prep program – student completes 25 hours in a classroom, teaches for 2 lessons

**\*\*\* Tuesday, Katie will speak with Kraig Paulsen and Mike Gronstal to find out if it is possible to change the CODE this legislative session \*\*\***

### **III. Announcements/Meetings/Timing**

#### **1. Global announcement**

- **Wording of announcement about Price Lab School**

#### **2. Meeting with Faculty/Parents**

#### **\*\*\* Suggested Announcements:**

- 1) Faculty/staff meeting first (confidential meeting)
- 2) Parents – meeting in the evening then next morning there is a press release about the announcement (notify parents by email of a meeting)
- 3) Press conference the next morning

(May want to have a press release out the evening of the meeting with the parents)

- \* Need to share the vision for conducting future R&D work
- \* Need to work with Jason Glass re: the talking points
- \* Details depend on timeline

**\*\*\* Need the letter prepared – (Ginny/Tim) – to the staff/faculty re: employment status by March 1.**

**\*\*\* Katie can help with notifying the Board leadership of this change.**

#### **Timing:**

- Announcement – February 2012
- LEVEL 2 – New plan by fall 2012
- Legislative CODE change – Spring 2012
- Board approval – March 21, 2012

**\*\*\* JG will check with the Governor's office for support on this. \*\*\***

**\*\*\* Did University of Michigan have a Lab School? Brenda to check \*\*\***



**Donor(s) – that may need to be notified:**

- Mike Petersen
- Price Family

**Naming** – need to consider how to keep the MLPS name – notoriety

**IV. Next Steps**

1. Hear from Katie re: Tuesday's discussions
2. Hear from Jason re: Governor's position

If there are questions regarding these comments, please let me know. Brenda

**Subject:** RE: PDS models  
**From:** "Dr. Dwight C. Watson" <dwright.watson@uni.edu>  
**Date:** 3/1/2012 5:28 PM  
**To:** "Stacey Christensen" <stacey.christensen@uni.edu>

Thanks for this.

Dr. Dwight C. Watson  
Dean, College of Education  
University of Northern Iowa

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**From:** Stacey Christensen [mailto:stacey.christensen@uni.edu]  
**Sent:** Thursday, March 01, 2012 5:27 PM  
**To:** Dr. Dwight C. Watson  
**Cc:** Stacey Christensen  
**Subject:** Re: PDS models

Talking points for tomorrow for Diane's interview -- if this is helpful. Call with questions.

Exude confidence that we are working on a plan to offer high-quality experiences in the local schools for our students.

Reiterate local supt. support

Assure parents and UNI students that our program will remain premier

Explain that the R&D can still happen via a think tank or virtual type of model

Let's not dwell on the past, but position ourselves for the future

Let's not make it about PLS and its role as the end all/be all -- we have talented minds in the college, we can do this

Let's not talk about how you were opposed to this plan but accepting moving forward, just show that you are being proactive and providing leadership to move forward

Upbeat, positive, lots of examples about PDS, Jacobson Center, early childhood, STEM, etc.

If she asks about senate's vote of no confidence in Ben -- don't comment, other than to say it's unfortunate and that these are difficult times and he's making the tough decisions to position UNI for growth in the future.

Stacey Christensen  
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On Mar 1, 2012, at 5:21 PM, Dr. Dwight C. Watson wrote:

Thanks for working together on this.

Dr. Dwight C. Watson